

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**

Case

Date Filed

01-CA-278377

6/10/2021

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer United State Postal Service		b. Tel. No. (413) 442-6961
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 212 Fenn Street MA Pittsfield 01201	e. Employer Representative Stefanie Curry Postmaster	g. e-Mail Stefanie.A.Curry@USPS.Gov
		h. Number of workers employed 120
i. Type of Establishment (factory, mine, wholesaler, etc.) Services	j. Identify principal product or service Delivery of the mail	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

--See additional page--

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**(b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)  
National Association of Letter Carriers Branch 286**4a. Address (Street and number, city, state, and ZIP code)**P.O. Box 962 212 Fenn Street  
MA Pittsfield 01202-09624b. Tel. No.  
(b) (6), (b) (7)(C)4c. Cell No.  
(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail  
(b) (6), (b) (7)(C)**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

National Association of Letter Carriers AFL-CIO

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.  
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

By  
(signature of representative or person making charge)Title: (b) (6), (b) (7)(C)  
(Printtype name and title or office, if any)Office, if any, Cell No.  
(b) (6), (b) (7)(C)

Fax No.

e-Mail  
(b) (6), (b) (7)(C)P.O. Box 962 212 Fenn Street  
Address Pittsfield MA 01202-096206/10/2021 04:21:56 PM  
(date)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

## Basis of the Charge

### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
05/27/2021	(b) (6), (b) (7)(C)	Tape recording of Interview by USPS O.I.G	05/28/2021
05/27/2021	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) PS-50 needed for suspension	05/28/2021
05/31/2021	(b) (6), (b) (7)(C)	Copy of Email from (b) (6), (b) (7)(C) to POOM	06/07/2021
05/31/2021	(b) (6), (b) (7)(C)	Phone records to/from USPS Office of Inspector Gen	06/07/2021
05/31/2021	(b) (6), (b) (7)(C)	Tracking or Informed delivery of mail pieces	06/07/2021



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 34  
450 Main St Ste 410  
Hartford, CT 06103-3078

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (860)240-3522  
Fax: (860)240-3564



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June 11, 2021

Dallas G. Kingsbury, Acting Managing Attorney  
United States Postal Service  
Law Department - NLRB Unit  
1720 Market Street, Room 2400  
St. Louis, MO 63155-9948

Re: United State Postal Service  
Case 01-CA-278377

Dear Mr. Kingsbury:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney LINDSEY E. KOTULSKI whose telephone number is (959)200-7369. If the Board agent is not available, you may contact Supervisory Field Examiner DINA M. RAIMO PELHAM whose telephone number is (959)200-7377.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Correspondence:** All documents submitted to the Region regarding your case MUST be filed through the Agency's website, [www.nlr.gov](http://www.nlr.gov). This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you

receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Paul J. Murphy  
Acting Regional Director

A handwritten signature in black ink that reads "Michael C. Cass". The signature is written in a cursive, flowing style.

By:

Michael C. Cass  
Officer in Charge

Enclosure: Copy of Charge

cc: Stefanie Curry, Postmaster  
United State Postal Service  
212 Fenn Street  
Pittsfield, MA 01201



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 34  
450 Main St Ste 410  
Hartford, CT 06103-3078

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (860)240-3522  
Fax: (860)240-3564



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June 11, 2021

(b) (6), (b) (7)(C)

National Association of Letter Carriers Branch 286  
P.O. Box 962  
212 Fenn Street  
Pittsfield, MA 01202-0962

Re: United State Postal Service  
Case 01-CA-278377

Dear (b) (6), (b) (7)(C):

The charge that you filed in this case on June 10, 2021 has been docketed as case number 01-CA-278377. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney LINDSEY E. KOTULSKI whose telephone number is (959)200-7369. If this Board agent is not available, you may contact Supervisory Field Examiner DINA M. RAIMO PELHAM whose telephone number is (959)200-7377.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Paul J. Murphy  
Acting Regional Director

A handwritten signature in black ink that reads "Michael C. Cass". The signature is written in a cursive style with a large, stylized "M" and "C".

By:

Michael C. Cass  
Officer in Charge





June 14, 2021

Lindsey E. Kotulski, Field Attorney  
National Labor Relations Board, Region 1  
450 Main Street, Suite 410  
Hartford, CT 06103-3078

**VIA E-FILE**

RE: UNFAIR LABOR PRACTICE CHARGE  
Pittsfield, MA 01201  
Case No.: 01-CA-278377  
Our Ref.: NL202138147

Dear Ms. Kotulski:

Notice is hereby given that the United States Postal Service is represented by counsel in the above-entitled action. Heather Taylor of the USPS Law Department is assigned to investigate and respond to this charge. As the designated representative, please direct service of all documents and written communications relating to this proceeding to Ms. Taylor at the address below. Additionally, Ms. Taylor may be reached at (214) 252-6118 or via email at [Heather.L.Taylor@usps.gov](mailto:Heather.L.Taylor@usps.gov).

Very truly yours,

A handwritten signature in black ink, appearing to read "Dallas G. Kingsbury".

Dallas G. Kingsbury  
Acting Deputy Managing Counsel



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 34  
450 Main St Ste 410  
Hartford, CT 06103-3078

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (860)240-3522  
Fax: (860)240-3564

July 28, 2021

Dallas G. Kingsbury, Acting Managing Attorney  
Heather L. Taylor, NLRB Specialist  
United States Postal Service  
Law Department - NLRB Unit,  
1720 Market Street, Room 2400  
St. Louis, MO 63155-9948

Re: United State Postal Service  
Case 01-CA-278377

Dear Ms. Taylor:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

*Michael C. Cass*

Michael C. Cass  
Officer in Charge

cc:

(b) (6), (b) (7)(C)

National Association of Letter  
Carriers Branch 286  
P.O. Box 962  
212 Fenn Street  
Pittsfield, MA 01202-0962

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**

Case

01-CA-279581

Date Filed

7/8/2021

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer United States Postal Service		b. Tel. No. (413) 442-6961
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 212 Fenn Street MA Pittsfield 01201	e. Employer Representative Stefanie Curry Postmaster	g. e-Mail Stefanie.A.Curry@usps.gov
		h. Number of workers employed 120
i. Type of Establishment (factory, mine, wholesaler, etc.) Services	j. Identify principal product or service Delivery of mail/sales of services/postage	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

--See additional page--

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**(b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)  
National Association of Letter Carriers Local Branch 286**4a. Address (Street and number, city, state, and ZIP code)**P.O. BOX 962 212 Fenn Street  
MA Pittsfield 01202-09624b. Tel. No.  
(413) 442-69614c. Cell No.  
(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail  
(b) (6), (b) (7)(C)**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

National Association of Letter Carriers AFL-CIO

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By

(signature of representative or person making charge)

(b) (6), (b) (7)(C)

Title: (b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Tel. No.  
(413) 442-6961Office, if any, Cell No.  
(b) (6), (b) (7)(C)

Fax No.

e-Mail  
(b) (6), (b) (7)(C)

P.O. BOX 962 212 Fenn Street

07/08/2021 08:50:43 AM

Address Pittsfield MA 01202-0962

(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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## Basis of the Charge

### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
07/05/2021	(b) (6), (b) (7)(C)	report of all parcels scanned on June 27, 2021	07/07/2021
07/05/2021	(b) (6), (b) (7)(C)	Copy of all employees" scanner id # (numbers)	07/07/2021



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 34  
450 Main St Ste 410  
Hartford, CT 06103-3078

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (860)240-3522  
Fax: (860)240-3564



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Mobile App

July 8, 2021

Dallas G. Kingsbury, Acting Managing Attorney  
United States Postal Service  
Law Department - NLRB Unit  
1720 Market Street, Room 2400  
St. Louis, MO 63155-9948

Re: United States Postal Service  
Case 01-CA-279581

Dear Mr. Kingsbury:

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July 8, 2021

receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

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We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Laura A. Sacks  
Acting Regional Director

A handwritten signature in black ink that reads "Michael C. Cass". The signature is written in a cursive, flowing style.

By:

Michael C. Cass  
Officer in Charge

Enclosure: Copy of Charge

cc: Stefanie Curry, Postmaster  
United States Postal Service  
212 Fenn Street  
Pittsfield, MA 01201



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 34  
450 Main St Ste 410  
Hartford, CT 06103-3078

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (860)240-3522  
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July 8, 2021

(b) (6), (b) (7)(C)

National Association of Letter Carriers Local Branch 286  
P.O. BOX 962  
212 Fenn Street  
Pittsfield, MA 01202-0962

Re: United States Postal Service  
Case 01-CA-279581

Dear (b) (6), (b) (7)(C):

The charge that you filed in this case on July 08, 2021 has been docketed as case number 01-CA-279581. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney LINDSEY E. KOTULSKI whose telephone number is (959)200-7369. If this Board agent is not available, you may contact Supervisory Field Examiner DINA M. RAIMO PELHAM whose telephone number is (959)200-7377.

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**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you



fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Correspondence:** All documents submitted to the Region regarding your case MUST be filed through the Agency's website, [www.nlr.gov](http://www.nlr.gov). This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Laura A. Sacks  
Acting Regional Director

A handwritten signature in black ink that reads "Michael C. Cass". The signature is written in a cursive, flowing style.

By:

Michael C. Cass  
Officer in Charge



July 9, 2021

Lindsey E. Kotulski, Field Attorney  
National Labor Relations Board, Region 1  
450 Main Street, Suite 410  
Hartford, CT 06103-3078

**VIA E-FILE**

RE: UNFAIR LABOR PRACTICE CHARGE  
Pittsfield, MA 01201  
Case No.: 01-CA-279581  
Our Ref.: NL202141780

Dear Ms. Kotulski:

Notice is hereby given that the United States Postal Service is represented by counsel in the above-entitled action. Heather Taylor of the USPS Law Department is assigned to investigate and respond to this charge. As the designated representative, please direct service of all documents and written communications relating to this proceeding to Ms. Taylor at the address below. Additionally, Ms. Taylor may be reached at (214) 252-6118 or via email at [Heather.L.Taylor@usps.gov](mailto:Heather.L.Taylor@usps.gov).

Very truly yours,

A handwritten signature in black ink, appearing to read "Dallas G. Kingsbury".

Dallas G. Kingsbury  
Acting Deputy Managing Counsel



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 34  
450 Main St Ste 410  
Hartford, CT 06103-3078

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (860)240-3522  
Fax: (860)240-3564

July 12, 2021

Dallas G. Kingsbury, Acting Managing Attorney  
Heather L. Taylor, NLRB Specialist  
United States Postal Service  
Law Department - NLRB Unit,  
1720 Market Street, Room 2400  
St. Louis, MO 63155-9948

Re: United States Postal Service  
Case 01-CA-279581

Dear Ms. Taylor:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

*Michael C. Cass*

Michael C. Cass  
Officer in Charge

cc: (b) (6), (b) (7)(C)  
National Association of Letter Carriers  
Local Branch 286  
P.O. BOX 962  
212 Fenn Street  
Pittsfield, MA 01202-0962

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**

Case

Date Filed

01-CA-279591

7/8/2021

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer United States Postal Service		b. Tel. No. (413) 442-6961
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 212 Fenn Street MA Pittsfield 01201	e. Employer Representative Stefanie Curry Postmaster	g. e-Mail Stefanie.A.Curry@usps.gov
		h. Number of workers employed 120
i. Type of Establishment (factory, mine, wholesaler, etc.) Services	j. Identify principal product or service Mail delivery/services/ postage	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

--See additional page--

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

Title: (b) (6), (b) (7)(C)

National Association of Letter Carriers Branch 286

**4a. Address (Street and number, city, state, and ZIP code)**P.O. Box 212 Fenn Street  
MA Pittsfield 01202-09624b. Tel. No.  
(413) 442-69614c. Cell No.  
(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail  
(b) (6), (b) (7)(C)**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

National Association of Letter Carriers AFL-CIO

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By

(signature of representative or person making charge)

(b) (6), (b) (7)(C)

Title: (b) (6), (b) (7)(C)  
(Print/type name and title or office, if any)Tel. No.  
(413) 442-6961Office, if any, Cell No.  
(b) (6), (b) (7)(C)

Fax No.

e-Mail  
(b) (6), (b) (7)(C)

P.O. Box 212 Fenn Street

07/08/2021 09:18:23 AM

Address Pittsfield MA 01202-0962

(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

## **Basis of the Charge**

### **8(a)(5)**

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 34  
450 Main St Ste 410  
Hartford, CT 06103-3078

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (860)240-3522  
Fax: (860)240-3564



Download  
NLRB  
Mobile App

July 8, 2021

Dallas G. Kingsbury, Acting Managing Attorney  
United States Postal Service  
Law Department - NLRB Unit  
1720 Market Street, Room 2400  
St. Louis, MO 63155-9948

Re: United States Postal Service  
Case 01-CA-279591

Dear Mr. Kingsbury:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney LINDSEY E. KOTULSKI whose telephone number is (959)200-7369. If the Board agent is not available, you may contact Supervisory Field Examiner DINA M. RAIMO PELHAM whose telephone number is (959)200-7377.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Correspondence:** All documents submitted to the Region regarding your case MUST be filed through the Agency's website, [www.nlr.gov](http://www.nlr.gov). This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you



receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlrb.gov](http://www.nlrb.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Laura A. Sacks  
Acting Regional Director

A handwritten signature in black ink that reads "Michael C. Cass". The signature is written in a cursive, flowing style.

By:

Michael C. Cass  
Officer in Charge

Enclosure: Copy of Charge

cc: Stefanie Curry, Postmaster  
United States Postal Service  
212 Fenn Street  
Pittsfield, MA 01201



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 34  
450 Main St Ste 410  
Hartford, CT 06103-3078

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (860)240-3522  
Fax: (860)240-3564



Download  
NLRB  
Mobile App

July 8, 2021

(b) (6), (b) (7)(C)

National Association of Letter Carriers Branch 286  
P.O. Box  
212 Fenn Street  
Pittsfield, MA 01202-0962

Re: United States Postal Service  
Case 01-CA-279591

Dear (b) (6), (b) (7)(C):

The charge that you filed in this case on July 08, 2021 has been docketed as case number 01-CA-279591. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney LINDSEY E. KOTULSKI whose telephone number is (959)200-7369. If this Board agent is not available, you may contact Supervisory Field Examiner DINA M. RAIMO PELHAM whose telephone number is (959)200-7377.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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**Correspondence:** All documents submitted to the Region regarding your case MUST be filed through the Agency's website, [www.nlr.gov](http://www.nlr.gov). This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Laura A. Sacks  
Acting Regional Director

A handwritten signature in black ink that reads "Michael C. Cass". The signature is written in a cursive, flowing style.

By:

Michael C. Cass  
Officer in Charge



July 13, 2021

Lindsey E. Kotulski, Field Attorney  
National Labor Relations Board, Region 1  
450 Main Street, Suite 410  
Hartford, CT 06103-3078

**VIA E-FILE**

RE: UNFAIR LABOR PRACTICE CHARGE  
Pittsfield, MA 01201  
Case No.: 01-CA-279591  
Our Ref.: NL202143533

Dear Ms. Kotulski:

Notice is hereby given that the United States Postal Service is represented by counsel in the above-entitled action. Heather Taylor of the USPS Law Department is assigned to investigate and respond to this charge. As the designated representative, please direct service of all documents and written communications relating to this proceeding to Ms. Taylor at the address below. Additionally, Ms. Taylor may be reached at (214) 252-6118 or via email at [Heather.L.Taylor@usps.gov](mailto:Heather.L.Taylor@usps.gov).

Very truly yours,

A handwritten signature in black ink that reads "Dallas G. Kingsbury".

Dallas G. Kingsbury  
Acting Deputy Managing Counsel



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 34  
450 Main St Ste 410  
Hartford, CT 06103-3078

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (860)240-3522  
Fax: (860)240-3564

July 14, 2021

Dallas G. Kingsbury, Acting Managing Attorney  
Heather L. Taylor, NLRB Specialist  
United States Postal Service  
Law Department - NLRB Unit,  
1720 Market Street, Room 2400  
St. Louis, MO 63155-9948

Re: United States Postal Service  
Case 01-CA-279591

Dear Ms. Taylor:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

*Michael C. Cass*

Michael C. Cass  
Officer in Charge

cc: (b) (6), (b) (7)(C)  
National Association of Letter  
Carriers Branch 286  
P.O. Box  
212 Fenn Street  
Pittsfield, MA 01202-0962

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**Case  
**01-CA-284383**Date Filed  
**10/12/2021****INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer United States Postal Service		b. Tel. No. (413) 442-6961
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 212 Fenn Street MA Pittsfield 01201	e. Employer Representative Stefanie Ann Curry Postmaster	g. e-Mail Stefanie A.Curry@USPS.gov
		h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Services	j. Identify principal product or service postage and mail delivery	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

--See additional page--

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

Title: (b) (6), (b) (7)(C)

Branch 296 of the National Association of Letter Carriers

**4a. Address (Street and number, city, state, and ZIP code)**P.O. Box 962  
MA Pittsfield 01202-09624b. Tel. No.  
(b) (6), (b) (7)(C)4c. Cell No.  
(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail  
PittsfieldNALC@outlook.com**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

National Association of Letter Carriers AFL-CIO

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By

(signature of representative or person making charge)

(b) (6), (b) (7)(C)

Title:

(Print/type name and title or office, if any)

Tel. No.  
(b) (6), (b) (7)(C)Office, if any, Cell No.  
(b) (6), (b) (7)(C)

Fax No.

e-Mail  
PittsfieldNALC@outlook.com

P.O. Box 962

Address Pittsfield MA 01202-0962

10/12/2021 06:57:39 PM  
(date)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

## Basis of the Charge

### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
10/07/2021	(b) (6), (b) (7)(C)	Copy of the most recent PS-1716 where City Rout	10/12/2021
10/07/2021	(b) (6), (b) (7)(C)	2.Copy of the TACS Everything Report for all carr	10/12/2021
10/07/2021	(b) (6), (b) (7)(C)	Copy of all PS-3996's for City Route 13 for Jun	10/12/2021
10/07/2021	(b) (6), (b) (7)(C)	Copy of all PS-1260's for City Route 13 for Jun	10/12/2021
10/07/2021	(b) (6), (b) (7)(C)	Copy of the two most recent 1840's for City Rou	10/12/2021
10/08/2021	(b) (6), (b) (7)(C)	Copy of the daily schedule for October 8, 2021.	10/09/2021
10/08/2021	(b) (6), (b) (7)(C)	Copy of all PS-3189s (Change of Schedules) cove	10/12/2021
10/08/2021	(b) (6), (b) (7)(C)	Copy of all PS-3971s October 8 2021	10/12/2021





UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 34  
450 Main Street, Suite 410  
Hartford, CT 06103-3078

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (860) 240-3522  
Fax: (860) 240-3564



Download  
NLRB  
Mobile App

October 13, 2021

(b) (6), (b) (7)(C)

BRANCH 296 OF THE NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO  
P.O. BOX 962  
PITTSFIELD, MA 01202-0962

Re: UNITED STATES POSTAL SERVICE  
Case 01-CA-284383

Dear (b) (6), (b) (7)(C):

The charge that you filed in this case on October 12, 2021 has been docketed as case number 01-CA-284383. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney LINDSEY E. KOTULSKI whose telephone number is (959) 200-7369. If this Board agent is not available, you may contact Officer In Charge MICHAEL C. CASS whose telephone number is (959) 200-7362.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Correspondence:** All documents submitted to the Region regarding your case **MUST** be filed through the Agency's website, [www.nlr.gov](http://www.nlr.gov). This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "Michael C. Cass". The signature is written in a cursive, flowing style.

MICHAEL C. CASS  
Acting Regional Director

MCC/rg



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 34  
450 Main Street, Suite 410  
Hartford, CT 06103-3078

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (860) 240-3522  
Fax: (860) 240-3564



Download  
NLRB  
Mobile App

October 13, 2021

DALLAS G. KINGSBURY  
ACTING MANAGING ATTORNEY  
UNITED STATES POSTAL SERVICE  
LAW DEPARTMENT - NLRB UNIT  
1720 MARKET STREET, ROOM 2400  
ST. LOUIS, MO 63155-9948

Re: UNITED STATES POSTAL SERVICE  
Case 01-CA-284383

Dear Mr. Kingsbury:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney LINDSEY E. KOTULSKI whose telephone number is (959) 200-7369. If the Board agent is not available, you may contact Officer In Charge MICHAEL C. CASS whose telephone number is (959) 200-7362.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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**Correspondence:** All documents submitted to the Region regarding your case MUST be filed through the Agency's website, [www.nlr.gov](http://www.nlr.gov). This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive

correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "Michael C. Cass". The signature is written in a cursive, flowing style.

MICHAEL C. CASS  
Acting Regional Director

MCC/rg

Enclosure: Copy of Charge



October 13, 2021

Lindsey E. Kotulski, Field Attorney  
National Labor Relations Board, Region 1  
450 Main Street, Suite 410  
Hartford, CT 06103-3078

**VIA E-FILE**

RE: UNFAIR LABOR PRACTICE CHARGE  
Pittsfield, MA 01201  
Case No.: 01-CA-284383  
Our Ref.: NL202161754

Dear Ms. Kotulski:

Notice is hereby given that the United States Postal Service is represented by counsel in the above-entitled action. Heather Taylor of the USPS Law Department is assigned to investigate and respond to this charge. As the designated representative, please direct service of all documents and written communications relating to this proceeding to Ms. Taylor at the address below. Additionally, Ms. Taylor may be reached at (214) 252-6118 or via email at [Heather.L.Taylor@usps.gov](mailto:Heather.L.Taylor@usps.gov).

Very truly yours,

A handwritten signature in black ink, appearing to read "Dallas G. Kingsbury".

Dallas G. Kingsbury  
Deputy Managing Counsel



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 34  
450 Main St Ste 410  
Hartford, CT 06103-3078

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (860)240-3522  
Fax: (860)240-3564

October 20, 2021

Dallas G. Kingsbury, Acting Managing Attorney  
Heather L. Taylor, NLRB Specialist  
United States Postal Service  
Law Department - NLRB Unit  
1720 Market Street, Room 2400  
St. Louis, MO 63155-9948

Re: UNITED STATES POSTAL SERVICE  
Case 01-CA-284383

Dear Ms. Taylor:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

*Michael C. Cass*

Michael C. Cass  
Officer in Charge

cc: (b) (6), (b) (7)(C)  
Branch 296, National Association of  
Letter Carriers, AFL-CIO  
P.O. Box 962  
Pittsfield, MA 01202-0962



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**Case  
01-CA-284742Date Filed  
Oct. 15, 2021**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer United States Postal Service		b. Tel. No. (413) 442-6961
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 212 Fenn Street MA Pittsfield 01201	e. Employer Representative Stefanie Ann Curry Postmaster	g. e-Mail Stefanie.A.Curry@usps.gov
		h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Services	j. Identify principal product or service Postage, delivery and service	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

--See additional page--

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**(b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)  
Branch 286 of the National Association of Letter Carriers**4a. Address (Street and number, city, state, and ZIP code)**P.O. Box 962 212 Fenn Street  
MA Pittsfield 01202-09624b. Tel. No.  
(b) (6), (b) (7)(C)4c. Cell No.  
(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail  
PittsfieldNALC@outlook.com**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

National Association of Letter Carriers AFI-CIO

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By \_\_\_\_\_  
(signature of representative or person making charge)Title: (b) (6), (b) (7)(C)  
(Print/type name and title or office, if any)Tel. No.  
(b) (6), (b) (7)(C)Office, if any, Cell No.  
(b) (6), (b) (7)(C)

Fax No.

e-Mail  
PittsfieldNALC@outlook.comP.O. Box 962 212 Fenn Street  
Address Pittsfield MA 01202-096210/15/2021 05:54:44 PM  
(date)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

## Basis of the Charge

### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
10/13/2021	(b) (6), (b) (7)(C)	Copy all PS-3971s all carriers October 9 to 11	10/14/2021
10/13/2021	(b) (6), (b) (7)(C)	Copy all PS-3189s all carriers for October 9 to 11	10/14/2021
10/13/2021	(b) (6), (b) (7)(C)	4.Copy of work scheduled October 9 to the 11 2021	10/14/2021



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 34  
450 Main St Ste 410  
Hartford, CT 06103-3078

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (860)240-3522  
Fax: (860)240-3564



Download  
NLRB  
Mobile App

October 19, 2021

Dallas G. Kingsbury, Acting Managing Attorney  
United States Postal Service  
Law Department - NLRB Unit  
1720 Market Street, Room 2400  
St. Louis, MO 63155-9948

Re: United States Postal Service  
Case 01-CA-284742

Dear Mr. Kingsbury:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney LINDSEY E. KOTULSKI whose telephone number is (959)200-7369. If the Board agent is not available, you may contact Officer In Charge MICHAEL C. CASS whose telephone number is (959)200-7362.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you

receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlrb.gov](http://www.nlrb.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "Michael C. Cass". The signature is written in a cursive, flowing style.

Michael C. Cass  
Acting Regional Director

Enclosure: Copy of Charge

cc: Stefanie Ann Curry, Postmaster  
United States Postal Service  
212 Fenn Street  
Pittsfield, MA 01201



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 34  
450 Main St Ste 410  
Hartford, CT 06103-3078

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (860)240-3522  
Fax: (860)240-3564



Download  
NLRB  
Mobile App

October 19, 2021

(b) (6), (b) (7)(C)

Branch 286 of the National Association of Letter Carriers  
P.O. Box 962  
212 Fenn Street  
Pittsfield, MA 01202-0962

Re: United States Postal Service  
Case 01-CA-284742

Dear (b) (6), (b) (7)(C):

The charge that you filed in this case on October 15, 2021 has been docketed as case number 01-CA-284742. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney LINDSEY E. KOTULSKI whose telephone number is (959)200-7369. If this Board agent is not available, you may contact Officer In Charge MICHAEL C. CASS whose telephone number is (959)200-7362.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlrb.gov](http://www.nlrb.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "Michael C. Cass". The signature is written in a cursive, flowing style.

Michael C. Cass  
Acting Regional Director





October 20, 2021

Lindsey E. Kotulski, Field Attorney  
National Labor Relations Board, Region 1  
450 Main Street, Suite 410  
Hartford, CT 06103-3078

**VIA E-FILE**

RE: UNFAIR LABOR PRACTICE CHARGE  
Pittsfield, MA 01201  
Case No.: 01-CA-284742  
Our Ref.: NL202162667

Dear Ms. Kotulski:

Notice is hereby given that the United States Postal Service is represented by counsel in the above-entitled action. Heather Taylor of the USPS Law Department is assigned to investigate and respond to this charge. As the designated representative, please direct service of all documents and written communications relating to this proceeding to Ms. Taylor at the address below. Additionally, Ms. Taylor may be reached at (214) 252-6118 or via email at [Heather.L.Taylor@usps.gov](mailto:Heather.L.Taylor@usps.gov).

Very truly yours,

A handwritten signature in black ink, appearing to read "Dallas G. Kingsbury".

Dallas G. Kingsbury  
Deputy Managing Counsel



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 34  
450 Main St Ste 410  
Hartford, CT 06103-3078

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (860)240-3522  
Fax: (860)240-3564

October 21, 2021

Dallas G. Kingsbury, Acting Managing Attorney  
Heather L. Taylor, NLRB Specialist  
United States Postal Service  
Law Department - NLRB Unit  
1720 Market Street, Room 2400  
St. Louis, MO 63155-9948

Re: United States Postal Service  
Case 01-CA-284742

Dear Ms. Taylor:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

*Michael C. Cass*

Michael C. Cass  
Officer in Charge

cc:

(b) (6), (b) (7)(C)

Branch 286 of the National Association  
of Letter Carriers  
P.O. Box 962  
212 Fenn Street  
Pittsfield, MA 01202-0962

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**Case  
01-CA-284745Date Filed  
Oct. 18, 2021**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer United States Postal Service		b. Tel. No. (413) 442-6961
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 212 Fenn Street MA Pittsfield 01201	e. Employer Representative Stefanie Ann Curry Postmaster	g. e-Mail Stefanie A.Curry@USPS.gov
		h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Services	j. Identify principal product or service Postage, delivery service and mail delivery	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

--See additional page--

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**(b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)  
Branch 286 of the National Association of Letter Carriers**4a. Address (Street and number, city, state, and ZIP code)**P. O. Box 962 212 Fenn Street  
MA Pittsfield 01202-09624b. Tel. No.  
(b) (6), (b) (7)(C)4c. Cell No.  
(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail  
PittsfieldNALC@outlook.com**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

National Association of Letter Carriers AFL-CIO

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By

(signature of representative or person making charge)

Title:

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-Mail

PittsfieldNALC@outlook.com

P. O. Box 962 212 Fenn Street

10/17/2021 10:54:43 AM

Address Pittsfield MA 01202-0962

(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

## Basis of the Charge

### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
10/14/2021	(b) (6), (b) (7)(C)	All employee TACS Report for 10/14	10/15/2021
10/11/2021	(b) (6), (b) (7)(C)	All employees TACS Report 10/4 to 10/12	10/13/2021



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 34  
450 Main St Ste 410  
Hartford, CT 06103-3078

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (860)240-3522  
Fax: (860)240-3564



Download  
NLRB  
Mobile App

October 19, 2021

Dallas G. Kingsbury, Acting Managing Attorney  
United States Postal Service  
Law Department - NLRB Unit  
1720 Market Street, Room 2400  
St. Louis, MO 63155-9948

Re: United States Postal Service  
Case 01-CA-284745

Dear Mr. Kingsbury:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney LINDSEY E. KOTULSKI whose telephone number is (959)200-7369. If the Board agent is not available, you may contact Officer In Charge MICHAEL C. CASS whose telephone number is (959)200-7362.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Correspondence:** All documents submitted to the Region regarding your case MUST be filed through the Agency's website, [www.nlr.gov](http://www.nlr.gov). This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you

receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlrb.gov](http://www.nlrb.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "Michael C. Case". The signature is written in a cursive, slightly slanted style.

Acting Regional Director

Enclosure: Copy of Charge

cc: Stefanie Ann Curry, Postmaster  
United States Postal Service  
212 Fenn Street  
Pittsfield, MA 01201



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 34  
450 Main St Ste 410  
Hartford, CT 06103-3078

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (860)240-3522  
Fax: (860)240-3564



Download  
NLRB  
Mobile App

October 19, 2021

(b) (6), (b) (7)(C)

Branch 286 of the National Association of Letter Carriers  
P. O. Box 962  
212 Fenn Street  
Pittsfield, MA 01202-0962

Re: United States Postal Service  
Case 01-CA-284745

Dear (b) (6), (b) (7)(C):

The charge that you filed in this case on October 18, 2021 has been docketed as case number 01-CA-284745. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney LINDSEY E. KOTULSKI whose telephone number is (959)200-7369. If this Board agent is not available, you may contact Officer In Charge MICHAEL C. CASS whose telephone number is (959)200-7362.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you



fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

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If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlrb.gov](http://www.nlrb.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability.  
Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "Michael C. Case". The signature is written in a cursive style with a large, stylized "M" and "C".

Acting Regional Director



October 21, 2021

Lindsey E. Kotulski, Field Attorney  
National Labor Relations Board, Region 1  
450 Main Street, Suite 410  
Hartford, CT 06103-3078

**VIA E-FILE**

RE: UNFAIR LABOR PRACTICE CHARGE  
Pittsfield, MA 01201  
Case No.: 01-CA-284745  
Our Ref.: NL202162797

Dear Ms. Kotulski:

Notice is hereby given that the United States Postal Service is represented by counsel in the above-entitled action. Heather Taylor of the USPS Law Department is assigned to investigate and respond to this charge. As the designated representative, please direct service of all documents and written communications relating to this proceeding to Ms. Taylor at the address below. Additionally, Ms. Taylor may be reached at (214) 252-6118 or via email at [Heather.L.Taylor@usps.gov](mailto:Heather.L.Taylor@usps.gov).

Very truly yours,

A handwritten signature in black ink, appearing to read "Dallas G. Kingsbury".

Dallas G. Kingsbury  
Deputy Managing Counsel